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MINUTES

OF THE

CIA CAREER SERVICE BOARD

13th Meeting, Thursday, 5 November 1953, 4:00 P.M.  
DCI Conference Room, Administration Building

Present: Messrs. Lyman B. Kirkpatrick, Inspector General, Chairman  
Matthew Baird, Director of Training, Member  
[redacted] Deputy Chief, PP, Member  
John F. Blake, Office of the Inspector General  
[redacted] Acting Personnel Director,  
Alternate for the AD/Personnel, Member  
Richard Helms, Chief of Operations, Alternate  
for the DD/P, Member  
Lawrence R. Houston, General Counsel  
[redacted] Special Assistant to the DD/A  
[redacted] AD/Communications, Member  
[redacted] Chief, Administrative Staff, DD/P  
Huntington Sheldon, AD/CI, Member  
John S. Warner, Chairman, Legislative Task Force  
Lawrence K. White, Acting DD/A, Member  
[redacted] Special Assistant, DD/I, Alternate  
for the DD/I, Member  
[redacted] Executive Secretary  
[redacted] Personnel Office  
[redacted] Secretariat  
[redacted] Secretariat  
[redacted] Reporter

1. Minutes of the 12th meeting of the CIA Career Service Board, held 29 October 1953, were approved without change.

2. The Chairman introduced Tab G, "Tenure, Job Security and Reduction in Force", of the Final Report of the Legislative Task Force, by reading a report of a conversation held between Messrs. James Mitchell, Secretary of Labor, [redacted] on 3 November 1953 in which Mr. Mitchell expressed himself on the subject of tenure and job security in government. Mr. Mitchell had advised that in his opinion "tenure" was a will-of-the-wisp but that job security was all important, though intangible, and could be achieved only through a sound personnel policy. (see attached Memorandum of Conversation.) Mr. [redacted] Acting Personnel Director, then discussed a

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proposed Agency Reassignment Board. General Cabell had requested that studies for this be made. Mr. [ ] informed the Board that the Acting DD/A would shortly be receiving this proposal for Agency coordination. In the detailed discussion which followed on Tab G, it was pointed out that the complexities of the subject of tenure might require additional study by the Agency prior to decision as to whether legislation was necessary or not. It was suggested that opinions additional to those of Mr. Mitchell be sought, since over the years all other Government career services -- including the Civil Service itself -- had found it necessary, and the Congress had felt it wise, to base the career services, and tenure in them, on statute. It was agreed, however, that enough time at the present had been devoted to this matter and that further studies prior to making recommendations to the Director would not be undertaken. It was further agreed that the title of the paper would be revised by eliminating the word "tenure", so that the title would read, "Job Security and Reduction in Force." It was further agreed that Recommendation 6b1 would be revised by the elimination of the phrase "in accordance with the requirements of the Veterans Preference Act" so that this recommendation would read, "Develop procedures for reduction in force." With these revisions it was agreed that Tab G stood approved for transmission to the Director with the final recommendations.

3. Tab F, "Restrictions and Obligations on CIA Careerists" of the Final Report of the Legislative Task Force was discussed in detail. In the main, the discussion revolved around the principle of service "anywhere, anytime and for any type of duty." While there was general acceptance of the principle in its broadest implications, there was no agreement as to how the principle would be applied. For example, it was pointed out that mandatory assignment was not enforceable in any civilian situation in this country. There were no penalties that could legally be invoked even in a career service as tightly organized as the Foreign Service or the Coast & Geodetic Service. These services had no power to prevent the resignation of a member of the service if he was determined to get out. In wartime and in time of national emergency the resignation of a member of the Armed Forces could be prevented by refusing to accept the resignation. However, in peacetime, a Regular Army or Air or Naval Officer could resign from the service under certain conditions; namely, with the approval of the President. Enforced assignment and enforced duty was technically possible in the Armed Forces only by reason of the existence of the Articles of War. Such a procedure did not and could not apply to a civilian. There was discussion of motivation for career service in CIA and of the undesirability, in the type of activities with which CIA is concerned, of forcing an individual to take an assignment which was unreasonable or unpalatable to him. There was also discussion of the undesirability of opening the question, at least from the point of view of proposed legislation, of obligations as such, since additional obligations, not regarded by CIA as necessary or desirable,

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might be imposed on CIA by legislative action. There was discussion of the absolute necessity of creating one career service within CIA, and not separate career services, either for the several components or related to different kinds of activities. It was eventually agreed that the principal opposing points of view would be presented to the Director for resolution and that the Director would be invited to attend a meeting of the Board to hear the presentation and to render his decision.

4. The proposed definitions of the CIA Career Service were discussed. It was recognized that while the definition was not prepared primarily for presentation to a Committee of Congress in connection with legislation, it was important because the definition would have to be known to everybody in the Agency and would be constantly referred to for a variety of purposes. It was pointed out that the definition should not be a cold statement of facts but ought to contain, if possible, a feeling of warmth and recognition of the human and intangible factors that are involved in the mission of CIA. Definition A (a statement of the CIA Career Service Program as approved on 13 June 1952) was ruled out as not being a statement of CIA Career Service although some persons felt that certain intangible qualities contained therein could be appended to a definition. Definition B (as proposed by the Legislative Task Force on 13 August 1953) was ruled out since the majority felt that certain factors therein stated were redundant and gratuitous. The remaining factors were combined with Definition C (a new proposal which had attempted to embody the essential elements of A and B). It was agreed that the revision of Definition C made by the Board would be resubmitted for final approval.

5. The Chairman announced that the agenda for the next meeting on 12 November 1953 would include Tab E, "Personnel Reserve for the Central Intelligence Agency" and Tab H, "Legislative Provisions for the Organization and Structure for Career Service in CIA." It was also proposed that the Report of the Junior Officer Task Force be considered on Thursday, 19 November 1953 and of the Women's Task Force on Monday, 23 November 1953 (Thursday, 26 November 1953, being a holiday).

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7. The meeting was adjourned at 1715 hours.

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[ ]  
Executive Secretary